

SUPPLEMENTAL PUBLIC DEFENDER	9514	8,000.00
Personal Services		0.00
Supplies		0.00
Other Services and Charges		0.00
Capital Outlay		0.00
TOTAL SUPPLEMENTAL PUBLIC DEFEND		8,000.00

Gary Meyer: Okay, Levies and Tax Rates? You've already read those.

Krystal Powless: Yes, I've read those.

Gary Meyer: Okay, so I guess now we're ready for...unless there's somebody else who would like to address the Council on this since this is the Public Hearing?

Pat Brooks: Pat Brooks, Warrick County Treasurer. I know that everybody is...and I understand that you all are in a bind and everybody needs money, I understand that. I think that in my office and I just handed a list of the things and I just ran totals this afternoon and this is new tax money we're bringing in and one I would call attention to is the new Deputy. We found out that on the mobile homes out-of-state corporations, Capital One and other corporations, they sell these trailers, they go in under people's names, the taxes never get paid, and we found there are multiple parcel numbers on individual trailers. We assigned a new Deputy, Kim, who came in and we have looked those up and we have the Capital One and Green Tree, the investment companies that are out-of-state have not been paying their fair share on mobile homes. And just finding this out we've collected so far sixteen thousand dollars (\$16,000.00) by doing the research and doing this. That's one of the things that we did not have. We're going back to old judgments from 2005, we have collected since April thirty two thousand dollars (\$32,000.00). Now, all of this is a lot of cross checking, we got one mobile home park, and it was some company out of New York that owned it that hadn't paid all the taxes on the trailers, they sell them to people, move out, leave them, they don't get paid because they're not kept up. They have paid twenty (20) of the old judgments. So since April we've collected an additional thirty two thousand dollars (\$32,000.00) on that. I'm going back and scratching every place I can find and this was back...there are...what are parcel numbers, the double parcels that were not claimed, we've sent out letters, one hundred eighty one (181), we found out we can take people to court if they're only two (2) tax payments behind. Simply said we can't put them on Tax Sale and sometimes people only pay enough so they're two (2) off. We found out we can take Small Claims Court. And something else the state is doing, which is in the next meeting which the attorney has the papers on that, now we have to set up payment plans. Three (3) different sets of payment plans; one for those in the School Corporation we help with employees, that's one payment plan and garnishment. Then we have to set up Tax Sale plans and I've been working with Barrington Development was one, Meyer Center; we're working because they don't want it sold on Tax Sale. And the third type is anyone that is behind two (2) payments we have to set up monthly payments where they can make monthly payments and you'll see that coming up shortly. This is all things the previous four (4) years didn't have to do. And what I'm saying to you, I'm the smallest office, I have four (4) people, and I do work, I'm there receiving, doing cash book, Debbie's doing financials, we're not sitting around. I've got them doing research, we are bringing in the money and I would like for you to seriously consider leaving me with my four (4) people and me. Twenty five percent (25%) is a hefty cut for me and I know you left some money in part-time and I thank you for that, that's for spring and fall. And you know if I had to cut part-time back but I need to keep the people on the projects and doing those projects and I would appreciate any consideration. You know, I don't know what, if I lose a person, I don't know what to cut, and I don't know what to do. Now, in the spring and fall I don't mind working Saturdays but I'm not going to work Saturdays. I had a Deputy and myself, we work Saturdays and I don't mind doing that occasionally, I'm salary, it doesn't matter, I'm very appreciative of the pay that I get and I enjoy working but I cannot keep it all going. To me which project do I not do? What do I give up? I would really appreciate it if you would reconsider and let me keep my four (4) people. If you have to cut part-time...I think in one of my proposals I said go in and cut everybody's salary by five (5%) to ten percent (10%), I'm willing to do that, but to operate the office efficiently, keep the financials going on three (3) separate programs mind you, that I have to balance to, I can't. I just can't do it all. I think it would be the county's loss and I do appreciate your time, I appreciate you reconsidering, you know, what project to do I drop? I even brought the list in. These are all the things we've been cross checking looking up to collect money. We would have never gotten the sixteen thousand (\$16,000.00) hadn't we gone back and looked at the parcel numbers. What the companies out-of-state were getting by with. So I would appreciate your consideration. Anybody have any questions for me?

Gary Meyer: Thank you, Pat.

Pat Brooks: Thank you.

Gary Meyer: Anyone else? Okay, we're looking at Ordinance 2013-03. We vote on that tonight, Counselor, and then we vote on it on October 17th, correct?

Greg Granger: Yes, correct.

Gary Meyer: Okay. We need a motion to approve, disapprove, something.

Charlie Christmas: I make a motion we approve.

Gary Meyer: Motion made by Charlie to approve. Is there a second? Is there a second?

Allan Holweger: Let me ask, can we add or subtract after we make the...once we approve we can't make any adjustments or do any...?

Krystal Powless: You can still make adjustments, I mean; you can make adjustments up to the 17th but...

Charlie Christmas: We still got one more reading.

Allan Holweger: Okay, well, I'll second it then.

Gary Meyer: And seconded by AI to approve. Any further discussion? All those in favor? Opposed? Motion carried six (6), zero (0). Okay, Ordinance for Salaries and Wages 2013-04.

Krystal Powless: Why don't you read this one? Do you want to read this one?

Gary Meyer: Not particularly.

Krystal Powless: Okay then.

Warrick County Council Ordinance Number 2013- 04
WARRICK COUNTY, INDIANA
2014 SALARY ORDINANCE

WHEREAS, Indiana Code 36-2-3-7, Indiana Code 36-2-5-11, and Indiana Code 6-1.1-17-5 require that annually, on any date after August 15, but before November 1st, the Warrick County Council, hereinafter also referred to as "the Council", adopt an ordinance

fixing the compensation for all County officers, deputies, and other employees;
WHEREAS, pursuant to Indiana Code 36-2-5-3 the Council has the power to fix the number, job classifications, and compensation of officers, deputies, and employees;

NOW, THEREFORE BE IT ORDAINED that the Council hereby adopts the 2014 Salary Ordinance:

SECTION 1: FACTOR EVALUATION SYSTEM JOB CATEGORIES

Each position is assigned to a job category according to established criteria. The job categories as established by the job classification system are as follows:

COMOT	Clerical, Office Machine Operators, Technician
LTC	Labor, Trades and Crafts
PAT	Professional, Administrative, Technological
POLE	Protective Occupations and Law Enforcement
SO	Special Occupations
SE	Special Excluded
SPEX	Special Exempt

All SO, SE, and SPEX positions are classified as exempt positions and are not allowed to be compensated monetarily for overtime.

SECTION 2: FACTOR EVALUATION SYSTEM JOB FACTORING

The Factor Evaluation System, hereinafter also referred to as "FES" only compares a position to jobs within the same job category. For example, COMOT jobs cannot be compared to PAT jobs.

SECTION 3: PERSONNEL COMMITTEE

The Warrick County Personnel Committee, hereinafter also referred to as "the Committee", is established to oversee job classification maintenance procedures, study the job classification system and job descriptions, review compensation policies and schedules, and make recommendations to the Council concerning such matters.

The Committee shall have three (3) voting members as follows:

Three (3) County Council members, to be appointed by the Council.
The County Auditor shall serve as an ex-officio, non-voting member of the Committee.
The appointed members shall serve on the Committee until December 31, 2014.
The Committee shall elect a Chairperson and a Vice Chairperson from its own membership.
The Chairperson shall preside at the meetings of the Committee, and in the absence of the Chairperson, the Vice Chairperson shall preside at the meetings of the Committee, and in the absence of the Chairperson, the Vice Chairperson shall preside. The Council shall establish committee policies and procedures.

The Council or the Council's designee shall serve as Secretary for the Committee and shall prepare and post the agenda and give notices as required by the Indiana Open Door Law.

SECTION 4: FAIR LABOR STANDARDS ACT

The salary and hourly pay rates of all classified jobs are established on a forty (40) hour work week, pursuant to the provisions of the Federal Fair Labor Standards Act (FLSA). The County has established timekeeping and payroll policies and procedures to comply with applicable provisions of the FLSA. A listing of all classified positions and their status under the FLSA is on file in the Auditor's office and is incorporated as part of this ordinance.

SECTION 5: WARRICK COUNTY COMPENSATION SCHEDULES

1. Pay schedules for each job category are attached to this Salary Ordinance and are hereby adopted.
2. Pay steps are determined by employee longevity as of January 1. In the event that a position becomes vacant, a current County employee who is appointed to the position shall be compensated at the appropriate step for the new position according to his/her eligible County service.
3. All employees hired after January 1, 2004 will be compensated at the initial rate for the position and will be placed on the new longevity schedule. Each eligible employee will receive longevity pay based upon the initial hire rate calculated on a three year interval at the pay rate of \$250.00 per three (3) year interval as follows:

YEARS	LONGEVITY PAY
5	\$ 250.00
8	\$ 500.00
11	\$ 750.00
14	\$ 1,000.00
17	\$ 1,250.00
20	\$ 1,500.00
23	\$ 1,750.00
26	\$ 2,000.00
29	\$ 2,250.00

Any deviation from the salaries specified herein shall be made only after a request to the Council for approval.

Job classifications and salary classes are based on the evaluation of the job description for each position.

WARRICK COUNTY COUNCIL

Gary Meyer, D.D.S., President

Greg Richmond, Vice President

David Hachmeister

Allan Holweger

Paul Rudolph

Brad Overton

Charlie Christmas

A TEST:

L.B. Dixie Dugan, Auditor

Budget Form No.4 (Rev. 2013)
Revised September 2, 2013

	Position	Pay Range Schedule	
		Low	High
	CLERK		43,130.00
SE	First Deputy		34,614.00
COMOT III	Deputies (7)	26,678.00	32,201.00
COMOT IV	Administrative Clerks (3)	25,065.00	30,221.00
	Part Time Clerical	9.25/hour	6,000.00
	Part Time Child Support	9.25/hour	9,620.00
COMOT IV	Administrative Clerks (2 at 20%/80% perpetuation)	25,065.00	30,221.00
	AUDITOR		45,708.00
SE	First Deputy		36,680.00
COMOT II	Second Deputy	28,758.00	34,753.00
COMOT III	Deputies (5)	26,678.00	32,201.00
COMOT IV	Secretary	25,065.00	30,221.00
COMOT IV	Administrative Clerk (2)	25,065.00	30,221.00
COMOT V	Clerical (1)	23,117.00	27,830.00
	Part Time Clerical	9.25/hour	2,000.00
	TREASURER		43,130.00
SP EX	First Deputy		34,614.00
COMOT III	Deputies (2)	26,678.00	32,201.00
	Part Time Clerical	9.25/hour	10,850.00
	RECORDER		43,130.00
SE	First Deputy		34,614.00
COMOT III	Deputies (1)	26,678.00	32,201.00
COMOT V	Clerical (1)	23,117.00	27,830.00
COMOT III	Deputy (1 at 20%/80% perp.)	26,678.00	32,201.00
	RECORDER PERPETUATION		
COMOT III	Deputy 1 at 80%	26,678.00	32,201.00
	Expense		2,000.00
	Laredo Expense		10,000.00
	Misc Expense		20,000.00
	Contractual Services		50,000.00
	PERF		6,500.00
	Work Comp		250.00
	Unemployment		1,000.00
	OASI		4,000.00
	ASSESSOR		43,130.00
COMOT II	Office Administrator	28,758.00	34,753.00
SE	First Deputy		34,614.00
COMOT III	Deputies (4)	26,678.00	32,201.00
COMOT IV	Administrative Clerk (1)	25,065.00	30,221.00
	SURVEYOR		38,169.00
SO	Chief Deputy		5,500.00
SE	Deputy		34,614.00
	Legal Allowance		1,089.00
	Section Corner Reference		3,872.00
	CORONER		24,000.00
	Part Time Deputy	12.00/hour	0.00
	Part Time Coverage	7.25/hour	50,000.00
	Autopsies		30,000.00
	PROSECUTOR		5,000.00
SO	Chief Deputy		5,000.00
SO	First Deputy Criminal Division		72,550.00
SO	Deputy Criminal Division (2)		53,650.00
SO	Felony Deputy		63,750.00
COMOT III	Administrative Assistant (4)	26,678.00	32,201.00
COMOT I	Paralegal (1)	30,980.00	37,481.00
COMOT II	Administrative Assistant	28,758.00	34,753.00
	CHILD SUPPORT		
COMOT III	Administrative Clerk (2)	26,128.00	31,651.00
COMOT I	IV-D Administrator	30,980.00	37,481.00

CIRCUIT JUDGE			5,000.00
	Court Reporter	30,980.00	37,481.00
	Juvenile Reporter	26,678.00	32,201.00
	Clerk Report Stenotype	26,678.00	32,201.00
	Probation Officer Adult		45,469.00
	Probation Officer Juvenile		45,469.00
	Bailiff/Court Administrator	30,980.00	37,481.00
	Guardian ad Litem (2)	30,980.00	37,481.00
	Pauper Counsel		85,000.00
	Per Diem Petit Jury		8,000.00
	Pauper Defendant Documents		7,000.00
	Substitute Court Person		4,000.00
	CASA Grant Match		28,514.00
SUPERIOR COURT #1			
	Judge		5,000.00
COMOT I	Reporter I	30,980.00	37,481.00
COMOT I	Court Administrator Bailiff	30,980.00	37,481.00
SO	Probation Officer	Part from 361	41,337.00
SO	Probation Officer	Part from 361	55,017.00
COMOT III	Reporter III	26,678.00	32,201.00
COMOT III	Reporter III	26,678.00	32,201.00
COMOT III	Reporter III	26,678.00	32,201.00
COMOT III	Reporter III	26,678.00	32,201.00
	Per Diem Petite Jury		850.00
	Comp Pauper Counsel Jury Trial		2,200.00
	Pauper Document Copies		7,000.00
	Pauper Counsel		85,000.00
	Part Time Clerical	9.25/hour	3,200.00
SO	Field Service Off-Drq Court		32,325.00
COURTHOUSE			
LTC VII	Custodial Employees (3)	22,274.00	27,135.00
PAT IV	Maintenance Person	32,073.00	39,373.00
PAT V	Maintenance Assistant	29,364.00	35,990.00
	Pt Time Custodial	9.25/hour	9,880.00
SHERIFF			92,000.00
SE	Chief Deputy		56,872.00
POLE	Lieutenants (2)		45,668.00
POLE	Sergeants (9)		43,042.00
POLE	Deputies (22)		39,892.00
POLE	Civil Process (1)		31,829.00
POLE	Civilian Security (2)		30,708.00
POLE	School Resource Officer (3) at 50%		39,892.00
COMOT I	Office Manager	30,980.00	37,481.00
COMOT IV	Secretary (1)	25,065.00	30,221.00
COMOT III	Case Manager	26,678.00	32,201.00
	Retirement		392,346.00
	Holiday Pay		108,875.00
	Longevity Pay		113,600.00
	Overtime Pay		52,000.00
	Per Diem Merit Board		3,000.00
	Shift Premium		14,000.00
	Sick Day Benefits		10,000.00
JAIL			
LTC IV	Food Service Manager	29,481.00	34,911.00
POLE	Civilian Jailer (14)		32,994.00
LTC VI	Cooks (3)	25,939.00	30,678.00
POLE	Court Jailer		32,994.00
SO	Jail Commander		37,052.00
PAT V	Maintenance	29,364.00	35,990.00
	Holiday Pay		52,500.00
	Overtime Pay		23,000.00
	Longevity		8,500.00
	Part Time Cooks	9.25/hour	12,000.00
	Shift Premiums Civilian Jailers		10,000.00
AREA PLAN			
SPEX IV	Executive Director	40,118.00	42,618.00
PAT V	Assistant Executive Director	29,364.00	35,990.00
COMOT III	Planner I	26,678.00	32,201.00
COMOT IV	Planner II	25,065.00	30,221.00
	Part Time Clerical	9.25/hour	11,470.00
	Attorney		8,305.00
	Per Diem 14 Members		8,400.00
COMMISSIONERS (3)			23,083.00
	Commissioner President		1,000.00
COMOT III	Administrative Assistant	26,678.00	32,201.00
COMOT V	Clerical Assistant (1)	23,117.00	27,830.00

SP EX I	Administrator	47,995.00	50,495.00
SO	Computer Resource Specialist		43,602.00
	Inspector Weights & Measures		10,500.00
	County Attorney		48,000.00
	OASI		542,510.00
	PERF		718,684.00
	Group Insurance		1,580,000.00
	Unemployment		28,254.00
	Workmen's Compensation		90,005.00
	HSA Insurance		30,000.00
	EMERGENCY MANAGEMENT		
	Director		44,150.00
	Assistant Director		6,700.00
	Operations Officer		5,500.00
COMOT III	Administrative Assistant	26,678.00	32,201.00
	Part Time Clerical	9.25/hour	500.00
	Per Diem 7 Board Members		3,500.00
	VETERAN AFFAIR		
PAT V	Service Officer	29,364.00	35,990.00
PAT VI	Assistant Director	24,594.00	30,031.00
	Part Time Clerical	9.25/hour	500.00
	EXTENSION OFFICE		
	Extension Educator CED/Ag/Natural Resources		35,238.00
	Extension Educator 4H Youth Development		35,238.00
	Extension Educator Consumer Family Science		35,238.00
COMOT II	Office Manager	28,758.00	34,753.00
	Part Time Clerical	9.25/hour	12,000.00
	Overtime		500.00
	SUPERIOR COURT #2		
ELECTED	Judge		5,000.00
COMOT I	Official Court Reporter	30,980.00	37,481.00
COMOT I	Bailiff/Court Administrator	30,980.00	37,481.00
COMOT III	Court Reporter	26,678.00	32,201.00
COMOT III	Court Reporter	26,678.00	32,201.00
COMOT III	Reporter/Misdemeanor Division	26,678.00	32,201.00
SO	Probation Officer/ Adult-Juvenile		45,469.00
	Interpreters		1,000.00
	Per Diem Petit Jury		12,000.00
	Comp Pauper Counsel Jury Trial		7,500.00
	Pauper Document Copies		7,000.00
	Pauper Counsel		85,000.00
	CENTRAL DISPATCH		
POLE	IDAC Coordinator		33,865.00
POLE	Dispatcher (11)		32,444.00
COMOT I	Computer Service Manager	30,980.00	37,481.00
	Holiday Pay		30,000.00
	Overtime Pay		14,000.00
	Longevity Pay		9,750.00
	Shift Premium		7,200.00
	Part Time TC Officers	12.00/hour	20,000.00
	Health Insurance		217,000.00
	OASI		36,715.00
	PERF		76,537.00
	COUNCIL		
	Council Members (7)		9,348.00
	Council President		500.00
SP EX V	Council Administrator	39,789.00	42,289.00
	Group Insurance		160,000.00
	HIGHWAY ADMINISTRATION		
SP EX I	Superintendent	47,995.00	50,495.00
SP EX III	Assistant Superintendent	43,160.00	45,660.00
SP EX V	Foreman	39,789.00	42,289.00
COMOT III	Highway Info. Coordinator (2)	26,678.00	32,201.00
SO	½ Purchasing Agent	½ Commissioner	22,075.00
	Lead Foreman		
	Engineer/Administrator		
SP EX V	Foreman/Fleet Manager	43,160.00	45,660.00
	HIGHWAY MAINTENANCE		
LTC	Pay Grade 3 Light Equipment (3)		30,943.00
LTC	Pay Grade 4 Truck Driver (11)		32,422.00
LTC	Pay Grade 5 Heavy Equipment (8)		33,851.00
	Head Mechanic (1)		.50 cents more
LTC	Laborers (5)		27,644.00

	Longevity		18,000.00
	Overtime		20,000.00
	HIGHWAY GENERAL		
LTC	Pay Grade 5 Mechanic Parts Room (3)		33,851.00
	OASI		120,000.00
	PERF		213,953.00
	Group Insurance		688,000.00
	Unemployment		6,000.00
	Workman Compensation		61,247.00
	Tool Allowance		750.00
	HSA Insurance		12,000.00
SO	HIGHWAY ENGINEER		62,462.00
SO	Assistant Engineer		52,837.00
COMOT II	Technical Assistant	28,758.00	34,753.00
	Seasonal Help		5,000.00
	HEALTH DEPARTMENT		
	Health Officer		12,000.00
COMOT II	Administrative Assistant	28,758.00	34,753.00
PAT III	Health Nurse	34,560.00	43,555.00
PAT III	Health Nurse	34,560.00	43,555.00
SP EX V	Health Administrator	39,789.00	42,289.00
PAT V	Assistant Sanitarian	29,364.00	35,990.00
COMOT III	Data Manager	26,678.00	32,201.00
	Head Nurse		1,000.00
	OASI		27,987.00
	PERF		42,459.00
	Group Insurance		178,000.00
	HSA Insurance		2,000.00
	Unemployment		1,682.00
	Workman's Compensation		1,200.00
	Per Diem Board Members		1,400.00
PAT UNIO	Animal Control Officer		28,868.00
PAT UNIO	Assistant Animal Control Officer		26,332.00
	Pound Keeper	9.25/hour	5,000.00
	Immunization Rep	9.25/hour	13,468.00
	Longevity Pay		250.00
	PARKS & RECREATION		
SP EX II	Superintendent	43,492.00	45,992.00
SP EX II	Assistant Superintendent	36,291.00	38,791.00
COMOT III	Administrative Secretary	26,678.00	32,201.00
PAT VI	Grounds Keeper	24,594.00	30,031.00
LTC VII	Laborer	22,274.00	27,135.00
COMOT V	Gate Keeper	23,117.00	27,830.00
PAT V	Maintenance	29,364.00	35,990.00
	Per Diem Board Members		6,000.00
	Seasonal Help		63,250.00
	Patrolmen		32,000.00
	Lifeguards		25,000.00
	Overtime		0.00
	OASI		28,250.00
	PERF		37,285.00
	Group Insurance	From EDIT	160,000.00
	Unemployment		3,300.00
	Workman's Compensation		6,500.00
	Health Savings		3,000.00
	ELECTION		
COMOT IV	Administrative Clerk	25,065.00	30,221.00
	Election Board Members	1,000per year	6,000.00
	Part Time Clerical	9.25/hour	10,000.00
	Per Diem Voter Registration Office		1,000.00
	Absentee Voter Board		12,000.00
	Canvassing Board Members		500.00
	Inspectors	150.00/per day	16,300.00
	Judges	125.00/per day	27,000.00
	Sheriffs	125.00/per day	27,000.00
	Clerks	125.00/per day	27,000.00
	OASI		3,480.00
	PERF		4,500.00
	Unemployment Compensation		1,000.00
	Group Insurance		19,000.00
	Health Savings		1,000.00
	REASSESSMENT		
COMOT IV	Mapping Clerk	25,065.00	30,221.00
COMOT III	Deputy Assessor (2)	26,678.00	32,201.00
COMOT IV	Administrative Clerk (1)	25,065.00	30,221.00

October 3, 2013

	Part-time Clerical	9.25/hour	10,000.00
	OASI		10,000.00
	PERF		16,028.00
	Group Insurance		100,000.00
	Unemployment		1,000.00
	Level II Certification		5,000.00
	Health Savings		1,000.00
	CUM DRAIN		
COMOT IV	Clerical	25,065.00	30,221.00
LTC VI	Instrument Tech (1)	30,678.00	30,678.00
	Summer Help	9.25/hour	5,000.00
	Part Time Clerical	9.25/hour	1,100.00
	Per Diem Commissioners		3,600.00
	PERF		12,000.00
	Attorney		3,770.00
	Group Insurance		39,000.00
	Unemployment		1,000.00
	OASI		5,800.00
	HSA Insurance		161.00
	STORM WATER MANAGEMENT		
SO	Director		20,500.00
COMOT III	Administrative Assistant	26,678.00	32,201.00
LTC	Heavy Equip Operator (2)		33,851.00
COMOT V	Data Clerk	23,117.00	27,830.00
SPEX V	Foreman	39,789.00	42,289.00
	OASI		16,200.00
	PERF		34,200.00
	Group Insurance		159,000.00
	Unemployment		1,400.00
	Workman Compensation		1,250.00
	Health Savings		1,000.00
	Longevity		250.00
COMOT II	Secretary, Soil Cons.	28,759.00	34,753.00
SO	Project Manager		22,075.00
	Seasonal Help	9.25/hour	5,000.00
	CUM BRIDGE		
SPEX V	District Foreman	39,789.00	42,289.00
LTC	Pay Grade 5 Heavy Equipment Operation (3)		33,851.00
	OASI		19,825.00
	PERF		31,502.00
	Group Insurance		69,000.00
	Unemployment		1,300.00
	Workmen's Compensation		2,000.00
	Longevity		6,000.00
	Health Savings		1,000.00
	BUILDING COMMISSION		
COMOT II	Office Administrator	28,758.00	34,753.00
SO	Building Commissioner		40,550.00
	Group Insurance		25,000.00
	OASI		8,000.00
	PERF		13,000.00
	Unemployment		800.00
	PRE-TRIAL DIVERSION		
	Part Time Clerical	9.25/hour	15,000.00
	OASI		2,000.00
	PERF		1,200.00
	Witness Fees		500.00
	Unemployment		1,095.00
	COUNTY CORRECTIONS MISDEMEANOR		
POLE	Civilian Jailer		32,944.00
	OASI		2,675.00
	PERF		5,000.00
	Holiday Pay		1,500.00
	LOCAL HEALTH MAINTENANCE		
	EHS Clerical	9.25/hour	16,354.00
	OASI		2,504.00
	Unemployment		420.00
	Animal Control Clerical	9.25/hour	16,354.00
	ECONOMIC DEVELOPMENT		
SO	Executive Director		79,000.00
SO	Administrative Assistant		30,210.00
	Part Time Receptionist	9.25/ hour	8,580.00
	OASI		12,117.00
	PERF		18,257.00

October 3, 2013

Group Insurance		39,368.00
Unemployment		625.00
Workman's Compensation		800.00
Health Savings		632.00

ADULT PROBATION CIRCUIT

Substitute Court Person	9.25/hour	7,000.00
Benefits		1,000.00

DRUG FREE COMMUNITY

Treatment		7,000.00
Education Prevention		7,000.00
Enforcement		7,000.00
Discretionary		5,000.00

PROBATION

SO Circuit Court Adult Probation		6,099.00
SO Circuit Court Juvenile Probation		1,410.00
SO Superior Court Probation		9,542.00
SO Superior Court Probation Adult		3,411.00
SO Superior Court II Adult Probation		6,099.00
Benefits		5,000.00

GUARDIAN AD LITEM

Guardian Ad Litem (2)		2,500.00
Gal Expense		5,000.00

CIRCUIT JURY FEES

Circuit Jury Fees		10,000.00
Superior I Jury Fees		10,000.00
Superior II Jury Fees		10,000.00

ECONOMIC DEVELOPMENT COMMISSION

Per Diem		5,000.00
Contractual Services		250.00

DD/DC

SO Director		55,000.00
SO Case Manager - Administrator		38,000.00
SO Case Manager		32,325.00
Workman's Compensation		500.00
PERF		12,630.00
OASI		6,888.00
Health Savings		1,000.00
Unemployment		500.00
Health Insurance		39,000.00

CLERK PERPETUATION

COMOT IV Administrative Clerk (2 at 80%)	25,065.00	30,221.00
Part Time	9.25/hour	7,000.00
Benefits		10,000.00
Expense		10,000.00

2014 Proposed COMOT Annual Pay Schedule

Class Pay Grade	INITIATION Hire Date	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
		AFTER 1 YEAR	AFTER 3 YEARS	AFTER 5 YEARS	AFTER 10 YEARS	AFTER 15 YEARS	AFTER 20 YEARS	AFTER 25 YEARS
I	30,980	32,071	33,217	34,420	35,430	36,481	36,981	37,481
II	28,758	29,749	30,789	31,881	32,799	33,753	34,253	34,753
III	26,678	27,575	28,517	29,497	30,337	31,201	31,701	32,201
IV	25,065	25,889	26,755	27,664	28,427	29,221	29,721	30,221
V	23,117	23,854	24,627	25,439	26,121	26,830	27,330	27,830

2014 Proposed LTC Annual Pay Schedule

Class Pay Grade	INITIATION Hire Date	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
		AFTER 1 YEAR	AFTER 3 YEARS	AFTER 5 YEARS	AFTER 10 YEARS	AFTER 15 YEARS	AFTER 20 YEARS	AFTER 25 YEARS
I	33,030	34,192	35,433	36,736	37,831	38,685	39,185	39,685
II	32,607	33,771	34,994	36,021	37,089	37,922	38,422	38,922
III	31,777	32,453	33,614	34,833	35,857	36,656	37,156	37,656
IV	29,481	30,095	31,149	32,421	33,186	33,911	34,411	34,911
V	27,857	28,427	29,406	30,434	31,297	31,970	32,470	32,970
VI	25,939	26,457	27,347	28,281	29,066	29,678	30,178	30,678
VII	22,274	22,972	23,707	24,477	25,286	26,135	26,635	27,135

October 3, 2013

2014 Proposed PAT Annual Pay Schedule

Class Pay Grade	INITIATION Hire Date	STEP 1 AFTER 1 YEAR	STEP 2 AFTER 3 YEARS	STEP 3 AFTER 5 YEARS	STEP 4 AFTER 10 YEARS	STEP 5 AFTER 15 YEARS	STEP 6 AFTER 20 YEARS	STEP 7 AFTER 25 YEARS
I	50,426	52,239	54,364	56,595	58,938	60,398	61,898	62,398
II	43,245	44,889	46,615	48,427	50,330	51,418	52,828	53,328
III	35,560	35,812	37,127	38,508	40,393	42,555	43,055	43,555
IV	32,073	33,213	34,410	35,667	36,987	38,373	38,873	39,373
V	29,364	30,382	31,451	32,573	33,752	34,990	35,490	35,990
VI	24,594	25,397	26,240	27,125	28,055	29,031	29,531	30,031

2014 Proposed SPECIAL EXEMPT Annual Pay Schedule

Class Pay Grade	INITIATION Hire Date	STEP 1 AFTER 1 YEAR	STEP 2 AFTER 3 YEARS	STEP 3 AFTER 5 YEARS	STEP 4 AFTER 10 YEARS	STEP 5 AFTER 15 YEARS	STEP 6 AFTER 20 YEARS	STEP 7 AFTER 25 YEARS
I	47,995	48,295	48,595	48,895	49,195	49,495	49,995	50,495
II	43,492	43,792	44,092	44,392	44,692	44,992	45,492	45,992
III	43,160	43,460	43,760	44,060	44,360	44,660	45,160	45,660
IV	40,118	40,418	40,718	41,018	41,318	41,618	42,118	42,618
V	39,789	40,089	40,389	40,689	40,989	41,289	41,789	42,289
VI	37,067	37,367	37,667	37,967	38,267	38,567	39,067	39,567
VII	38,291	38,591	38,891	39,191	39,491	39,791	40,291	40,791

Revised September 2, 2013

2014 Proposed COMOT Annual Pay Schedule

Class Pay Grade	INITIATION Hire Date	Hourly Rate	5 Years	8 Years	11 Years	14 Years	17 Years	20 Years	23 Years	26 Years	29 Years	32 Years	35 Years	38 Years
I	33,980	14.89	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
II	28,758	13.83	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
III	26,678	12.83	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
IV	25,065	12.05	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
V	23,117	11.11	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000

2014 Proposed LTC Annual Pay Schedule

Class Pay Grade	INITIATION Hire Date	Hourly Rate	5 Years	8 Years	11 Years	14 Years	17 Years	20 Years	23 Years	26 Years	29 Years	32 Years	35 Years	38 Years
I	33,030	15.88	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
II	32,607	15.68	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
III	31,777	15.28	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
IV	29,481	14.17	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
V	27,857	13.39	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
VI	25,939	12.47	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
VII	22,274	10.71	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000

2014 Proposed PAT Annual Pay Schedule

Class Pay Grade	INITIATION Hire Date	Hourly Rate	5 Years	8 Years	11 Years	14 Years	17 Years	20 Years	23 Years	26 Years	29 Years	32 Years	35 Years	38 Years
I	50,426	24.24	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
II	43,245	20.79	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
III	35,560	16.62	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
IV	32,073	15.42	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
V	29,364	14.12	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
VI	24,594	11.82	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000

2014 Proposed SPECIAL EXEMPT Annual Pay Schedule

Class Pay Grade	INITIATION Hire Date	Hourly Rate	5 Years	8 Years	11 Years	14 Years	17 Years	20 Years	23 Years	26 Years	29 Years	32 Years	35 Years	38 Years
I	47,995	23.07	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
II	43,492	20.91	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
III	43,160	20.75	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
IV	40,118	19.29	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000

V	39,789	19.13	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
VI	37,067	17.82	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
VII	36,291	17.45	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000

Gary Meyer: You did that very well.

Krystal Powless: And then attached is the actual ordinances for each department.

Greg Richmond: What's the number of this one?

Gary Meyer: 2013-04. I guess we're still in the Public Hearing; would anybody like to address Ordinance 2013-04? Yes, Ma'am.

Debbie Stevens: My name is Debbie Stevens and I work in the Treasurer's Office and if I could go back just one moment regarding the positions in the Treasurer's Office, to appeal to your business, good business sense, the collections that Pat presented to you earlier it was around ninety five thousand dollars (\$95,000.00). That almost triple pays for the one (1) position you want to cut. Those are all tasks that cannot be maintained with a staff of three (3) and one (1) Treasurer and still complete all of the daily functions of that office so it's actually giving you a very good return on your investment to keep that fourth position there. But I do have some...and so that's just something to think about and look over the numbers. I do have something to say that's happening in our county and I see that...I see this happening with employees who retire and what that...how, the impact that that has and it's a snowball effect and until someone at some point steps up and says 'if you have sick days you must use them within the year that they're given' and as is the vacation. This is going to continue to be a problem for the administrative; the office holders to manage when they come to the end of a person's career in that department and they chose to retire in essence the tax payers are paying double for that. They're paid if they're in a salary position, they're paid in the year that they receive them and although they don't take them the cost to the county is much higher when that benefit is then received later. And it's almost impossible to manage. As the 'baby-boomers' start to retire it's almost impossible I think...Sheriff Kruse had a situation where he had several people retiring and none of this was built into his budget. It was all coming out of his salary line but there's no way you can manage that and plan for that and so while we have some issues presently and I realize you're trying to make some changes and cuts and, you know do justice to the tax payers, I think there are some long term issues that might reduce the cutting next year again or the next year if there were some practices, some personnel practices that were looked at and while that might be distasteful to a lot of people who have been here it's not helpful to try to manage these things within a budget year after year when you don't know when someone might retire. You think you might know but you can't, you really can't budget for it because you have a salary line and it is what it is but then you get that increase when they retire within that year.

David Hachmeister: Well, Debbie, you're absolutely right on my behalf but that's in the Commissioners handbook as far as how...

Gary Meyer: That would be their call unfortunately

Debbie Stevens: So it's to appeal to the Commissioners for that?

Allan Holweger: Yes.

Paul Rudolph: There are a few policies that are in the handbook that are cost prohibitive but our hands are tied on those.

Debbie Stevens: Okay.

Al Holweger: We agree with you though. I think, I'm speaking for myself, I'm sorry, not the rest but I agree we have an issue.

Debbie Stevens: I've been with the county a little over a year so you know I'm looking at it from a business standpoint, so I go to the commissioners then?

Unknown Speaker: Yes.

Debbie Stevens: And this is a policy then...?

Paul Rudolph: Correct.

Debbie Stevens: And so as far as funding these long term things you have no power in this thing to say 'we have to live within these budgets' because really what happens is if three (3) of Pat's folks could retire next year and you've already cut her budget and then you've cut her by one (1), then what happens to that? You still have a problem on your hands next year when you're...you know, when you're trying to cover new salaries, basically new salaries. So, well, help me, tell me what I need to do and I'll be happy to do it but...

Paul Rudolph: If you can get two (2) commissioners to agree with you you're golden.

Gary Meyer: That's right.

Paul Rudolph: But we haven't been able to so you'd be better than me if you're able to. I've spoken; I've said many times that there are some policies we have that just don't seem efficient...

Debbie Stevens: I won't be a popular person for bringing that up but in all fairness to the tax payers and then to the office holders down the road who have to then contend with decisions made ten (10) years previous.

Paul Rudolph: Another way it can be handled without necessarily impacting the employees as much, for example they just have to use certain amounts or they can have a limit and it has to be used which wouldn't create such asperity when an employee is leaving. So there are ways it can be handled without too much of an impact to the employees but...

Debbie Stevens: Well, I don't want to take up anymore of your time on something that is not in your hands.

Gary Meyer: That's fine.

Paul Rudolph: And I did want to address your...correct me if I'm wrong, anyone, Debbie or anyone else, one of my problems is, you're right, math does say 'hey we collected ninety five thousand dollars (\$95,000.00) this year'...

Debbie Stevens: My concern is I believe, or my understanding is, of the ninety five thousand dollars (\$95,000.00) that's collected the county won't be able to keep all ninety five (\$95,000.00). Most of that is going to...

Debbie Stevens: Well, some of it, of course does go to the townships...

Charlie Christmas: Seventy thousand (\$70,000.00)...seventy percent (70%) goes to the school corporation.

Krystal Powless: Another thing is without getting too far into detail but that's all money that you were needing...

Paul Rudolph: Going to receive anyway.

Krystal Powless: To bring in that we didn't, so that's part of our shortfall.

Debbie Steven: Well, you can...not necessarily...

Krystal Powless: No, it's...

Debbie Stevens: You're trying to budget on...

Krystal Powless: As far as the sixteen line statement and the revenues that are sent to the state it is money that has been counted to be collected. Its part of the property tax levy itself.

Debbie Stevens: Correct.

Krystal Powless: Now, granted if you're bringing it in...

Debbie Stevens: You're not getting it, you can't spend it.

Krystal Powless: It's that much more short we're going to be.

Debbie Stevens: That's right, that's right.

Krystal Powless: Right.

Debbie Stevens: So, back to that point then, and this is something that you can deal with, um, these are things that have not been done in the previous to Pat's administration. Something's just...they probably didn't know that there were avenues and ways to collect that we've chosen to pursue and it does...everyone of us...because this is important, it's important to us, we believe it's important to the Council, if you're trying to budget based on a collection of 'X' amount of dollars whether it's the school corporation or the county or whoever it is who is going to benefit from that, if those taxes aren't collected then the tax payers are the ones who suffer, the ones who pay their taxes. We also have a...there's kind of a unspoken system in place where as long as you don't get more than two (2) payments behind, as Pat said previously, you're good, you're not going to be sold on tax sale, that is true. But we are taking those extra steps to collect that and honestly we've had a lot of tax payers, believe or not, come in and say these are the things that keep you awake at night and it is nice to know that we can come in here and deal with this and confront it and set up some type of a payment plan where we can get ourselves out of this situation where we're always behind. And, you know people don't want to be in that situation so to have...you know, to take the extra time to pursue collecting those taxes...it, you know a lot of the tax payers truly do appreciate it and we're getting them caught up to where we know we're going to collect a larger percent of the taxes in the current year that they're due. So, I don't want to take too much of your time.

Gary Meyer: Okay, thank you.

Allan Holweger: Thank you.

Gary Meyer: Anybody else would like to address the Ordinance 2013-04? Okay, then I'm looking for a motion.

Allan Holweger: I'll make a motion to approve.

Gary Meyer: Motion made by AI to approve. Is there a second?

Paul Rudolph: Second.

Gary Meyer: And seconded by Paul. Any further discussion from the Council?

David Hachmeister: One thing that I didn't notice before was on the full-time continuous...

Krystal Powless: What?

David Hachmeister: As far as in the past, as far as it has been done, that you did not have to be continuous.

Krystal Powless: What are you talking about?

Charlie Christmas: Yeah, where are you seeing that?

Greg Richmond: On the Salary Ordinance it said 'full-time...'

David Hachmeister: Yeah, on the compensation schedules.

Krystal Powless: Well, actually their handbook said that they can once a year.

David Hachmeister: I thought there could be a leave and they could come back and then did not have to be continuous.

Paul Rudolph: I guess it would depend on how you could define 'continuous', for an example if you quit I think that might be one thing, if you do a leave of absence that might be another. I don't know the answer to this question...

Krystal Powless: Actually its part of...it's in the handbook so we need to have them follow the handbook. I believe it's a year. They can be gone for one (1) year and it's still continuous. What paragraph is that?

David Hachmeister: Two (2) under section five (5) under 'Compensation Schedules'.

Krystal Powless: See, it's been in there for years, it's been written that way for years...

David Hachmeister: Okay, I...

Krystal Powless: But that doesn't mean it's right, you know, we may need to tweak that, what do you think? Take a look at it and make sure it's worded properly for the 17th?

Greg Granger: Are you saying...do you know if it was changed in the new version of the handbook?

Krystal Powless: No, it has not been changed for awhile in the new version. I mean...it's been a year for some time, I'm not sure how long and there's no Commissioners here to...right now but I don't know how long it's been a year. And it wasn't changed in the new handbook.

David Hachmeister: And this by not funding a few positions it may be...maybe not necessarily a problem but maybe not correct if someone would leave.

Krystal Powless: I think the wording needs to be changed to match the handbook is the whole thing, myself. We'll work on that before the 17th to get that done.

Paul Rudolph: So we have a motion that's been seconded. Can I withdraw my second? I withdraw my second.

Krystal Powless: And who made the motion?

Gary Meyer: Al.

Paul Rudolph: Al. So we can motion to table instead if Al would agree until we've had our counselor verify and look this up and compare it to the handbook.

Greg Richmond: (Cannot hear)

Krystal Powless: It might should need to be approved with...

Greg Granger: Contingent to modify?

Al Holweger: Yeah, we can approve it to be modified at the second reading like we did the first one that I asked about. So we can still modify...

Paul Rudolph: That works, I'll second it again.

Gary Meyer: Any other discussion? We have a motion by Al and seconded by Paul withdrawn and seconded again by Paul to approve Ordinance 2013-04. All those in favor of the motion? Opposed? Motion carried seven (7), zero (0). Okay, Ordinance 2013-05. Ordinance for Appropriation of Tax Rates Solid Waste.

Krystal Powless: Anybody else feel like reading this one?

Gary Meyer: No, you're doing a great job, keep going.

Krystal Powless:

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATE
Ordinance Number: 2013-05

Be it ordained by the Warrick County Council that for the expenses of WARRICK COUNTY SOLID WASTE for the year ending December 31, 2014, the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expense of WARRICK COUNTY SOLID WASTE, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance shall be in full force and effect from and after its passage and approval by the Warrick County Council.

WARRICK COUNTY COUNCIL

Gary Meyer, D.D.S., President

Greg Richmond, Vice President

David Hachmeister

Allan Holweger

(7), zero (0). Okay, the next one is the Salary Ordinance 2013-04.

Krystal Powless: There has been a small change if you want to read that because I marked it out on yours, I don't have my old one.

Gary Meyer: In the original one that we read last week, on second page, under section five (5), the second section under section five (5), the second paragraph, it says 'the employee longevity is defined as full-time continuous county employment'. That sentence has been crossed out. That's the only change. This is not there in the new one. Everything else is the same.

Krystal Powless: And if you would like explanation I'm going to allow the attorney to explain it.

Gary Meyer: That's called passing the buck.

Greg Granger: As pointed out at the last meeting the definition of longevity that is stricken was omitted from the employee handbook, for reasons unknown at this time. So, we just took out that reference to the definition and kept the remaining paragraph.

Gary Meyer: So everything else is the same?

Greg Granger: Everything else is the same.

Paul Rudolph: Who caught that?

Krystal Powless: David.

Paul Rudolph: Well done, Councilor.

David Hachmeister: Well, you know...I've done some weird things but...you know. (laughter)

Paul Rudolph: Wait, wait, that's a totally different conversation.

Gary Meyer: We'll have that conversation later.

Allan Holweger: I'll make a motion we approve.

Paul Rudolph: Second.

Gary Meyer: Motion made by Al and seconded by Paul to approve, any discussion? All those in favor? Opposed? Motion carried seven (7), zero (0). Okay, Ordinance for Solid Waste Appropriation Tax Rate 2013-05.

Krystal Powless: No changes.

Gary Meyer: No changes on this one.

Allan Holweger: Since I made the motion the first time I'll make that motion again that we approve.

Gary Meyer: Motion made by Al. Is there a second?

Paul Rudolph: Second.

Gary Meyer: And seconded by Paul. Any discussion? All those in favor? Opposed? Motion carried seven (7), zero (0). Alright, would anybody like to address the council? Any three (3) of you? Any council members have anything?

Paul Rudolph: I'd like to talk for about fifteen (15); twenty (20) minutes just to say how great of a guy Tim is.

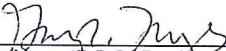
Allan Holweger: I'm glad I was bent over; I didn't hear exactly who you were talking about.

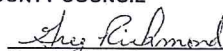
Gary Meyer: And our next meeting is November the 1st which is two (2) weeks from tonight at 6:00. Nothing else? Looking for a motion.


Paul Rudolph: Motion.

Gary Meyer: Meetings adjourned.

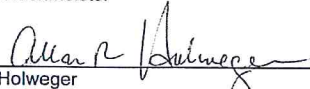
WARRICK COUNTY COUNCIL

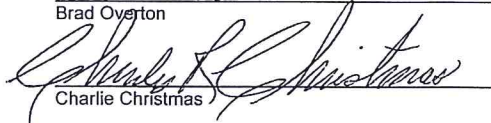

Gary Meyer, D.D.S., President


Greg Richmond


David Hachmeister


Brad Overton


Allan Holweger


Charlie Christmas

Paul Rudolph

ATTEST: